



SACHI A. HAMAI  
Chief Executive Officer

## County of Los Angeles CHIEF EXECUTIVE OFFICE

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*"To Enrich Lives Through Effective And Caring Service"*

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March 15, 2016

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, California 90012

Dear Supervisors:

# ADOPTED

BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES

14 March 15, 2016

LORI GLASGOW  
EXECUTIVE OFFICER

### **SALARIES FOR VARIOUS NON-REPRESENTED CLASSIFICATIONS ALL DISTRICTS (4 VOTES)**

#### **SUBJECT**

This letter and accompanying ordinance will extend the terms and conditions of approved Memoranda of Understanding (MOUs) to related non-represented classifications and make a minor adjustment to another compensation provision.

#### **IT IS RECOMMENDED THAT THE BOARD:**

1. Approve the accompanying ordinance amending Title 6 – Salaries, of the Los Angeles Code, to extend comparable pay and pay practice adjustments to non-represented employees as negotiated for Bargaining Unit 301 (Pharmacists), Unit 325 (Mental Health Psychiatrists/Dental Professionals), Unit 603 (Fire Specialists), and Unit 604 (Supervising Fire Specialists).
2. Instruct the Auditor-Controller to make all payroll system changes necessary to implement the recommendations contained herein.

#### **PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

General salary movement for non-represented classifications was approved by the Board on December 8, 2015. Subsequent to that approval, a successor agreement with Bargaining Unit 301 (Pharmacists) was approved by the Board on January 26, 2016, and agreements with Bargaining Unit 325 (Mental Health Psychiatrists/Dental Professionals), Unit 603 (Fire Specialists), and Unit 604 (Supervising Fire Specialists) were approved on February 23, 2016. The successor agreements were approved for a three-year term ending September 30, 2018. These agreements provide for

various market-based “inequity adjustments” and changes to certain pay differentials/special pay practices which were not included in the Board approval of December 8, 2015.

In order to maintain appropriate pay differentials, it is appropriate to extend comparable pay and special pay practices adjustments to non-represented employees, including to employees covered by the Management Appraisal and Performance Plan (MAPP). We are recommending extending the same market-based inequity adjustments and pay practices where similar adjustments were negotiated for subordinate represented staff in Bargaining Units 301, 325, 603, and 604. These adjustments are necessary in order to maintain appropriate internal pay relationships. Another adjustment was made to incorporate a Manpower Shortage Range into the base pay of an affected non-represented classification. In addition, we recommend a minor technical change to clarify a bonus provision in the Probation Department. All compensation adjustments are detailed in the accompanying ordinance.

### **Implementation of Strategic Plan Goals**

The actions recommended in this letter promote the County’s Strategic Plan Goal of Operational Effectiveness/Fiscal Sustainability by providing for a wage and fringe benefit structure in a financially responsible manner.

### **FISCAL IMPACT/FINANCING**

The salary increases and other economic adjustments contained herein are within the parameters established by the Board and have been included in the County Budget for Fiscal Year 2015-16. The County’s pension actuary, Cheiron, has advised that the proposed salary adjustments do not exceed the increase in payrolls assumed in the current actuarial valuation of the retirement plans. Therefore, there will be no negative impact on the funded status of the retirement system.

### **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

Successor MOUs approved by the Board provide for various inequities and adjusted pay differentials. Comparable increases would be extended to non-represented employees as noted above. The accompanying ordinance has been approved as to form by the County Counsel.

### **IMPACT ON CURRENT SERVICES (OR PROJECTS)**

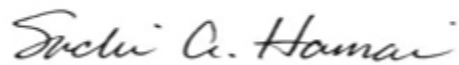
There is no impact on current services.

The Honorable Board of Supervisors

3/15/2016

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Respectfully submitted,

A handwritten signature in cursive script that reads "Sachi A. Hamai".

SACHI A. HAMAI

Chief Executive Officer

SAH:JJ:SK:MTK

NV:PB:mst

Enclosures

- c: Executive Office, Board of Supervisors
- County Counsel
- Auditor-Controller
- Human Resources
- All Department Heads